



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2020–21**  
(C2021/1)

**POULTRY PROCESSING AWARD 2020**  
[MA000074]

Poultry processing

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, 26 JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	798.50	21.01
Level 2	821.00	21.61
Level 3	832.30	21.90
Level 4	843.80	22.21
Level 5	854.70	22.49
Level 6	877.40	23.09

**Item A.2 was amended on 23 June 2021 to insert the correct date of reference to the National Training Wage in the *Miscellaneous Award 2020***

2. By deleting the words “1 November 2020” in clause 15.3(a)(ii) and inserting “1 July 2021”.

3. By deleting the table appearing in clause 17.2(b)(i) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
1 to 19 employees	32.85
20 employees or more	54.89

4. By deleting the table appearing in clause 17.2(c) and inserting the following:

<b>Temperature</b>	<b>\$ per hour or part thereof</b>
From -15.6°C to -18.0°C	0.80
-18.0°C to -23.3°C	1.40
Less than -23.3°C	2.20

5. By deleting the amount "\$17.54" appearing in clause 17.2(d) and inserting "\$17.98".

6. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	21.01	31.52	36.77	52.53
Level 2	21.61	32.42	37.82	54.03
Level 3	21.90	32.85	38.33	54.75
Level 4	22.21	33.32	38.87	55.53
Level 5	22.49	33.74	39.36	56.23
Level 6	23.09	34.64	40.41	57.73

7. By deleting the table appearing in clause B.2.2 and inserting the following:

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	31.52	42.02	42.02	52.53
Level 2	32.42	43.22	43.22	54.03
Level 3	32.85	43.80	43.80	54.75
Level 4	33.32	44.42	44.42	55.53
Level 5	33.74	44.98	44.98	56.23
Level 6	34.64	46.18	46.18	57.73

8. By deleting the table appearing in clause B.2.3 and inserting the following:

	Early morning	Afternoon & night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate <sup>1</sup>					
	110%	115%	125%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	23.11	24.16	26.26	31.52	36.77	52.53
Level 2	23.77	24.85	27.01	32.42	37.82	54.03
Level 3	24.09	25.19	27.38	32.85	38.33	54.75
Level 4	24.43	25.54	27.76	33.32	38.87	55.53
Level 5	24.74	25.86	28.11	33.74	39.36	56.23
Level 6	25.40	26.55	28.86	34.64	40.41	57.73

9. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	31.52	42.02	42.02	52.53
Level 2	32.42	43.22	43.22	54.03
Level 3	32.85	43.80	43.80	54.75

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 4	33.32	44.42	44.42	55.53
Level 5	33.74	44.98	44.98	56.23
Level 6	34.64	46.18	46.18	57.73

10. By deleting the table appearing in clause B.3.1 and inserting the following:

	Monday - Friday	Saturday	Sundays	Public holiday
	% of ordinary hourly rate <sup>1</sup>			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 1	26.26	31.52	36.77	52.53
Level 2	27.01	32.42	37.82	54.03
Level 3	27.38	32.85	38.33	54.75
Level 4	27.76	33.32	38.87	55.53
Level 5	28.11	33.74	39.36	56.23
Level 6	28.86	34.64	40.41	57.73

11. By deleting the table appearing in clause B.3.2 and inserting the following:

	<b>Early morning</b>	<b>Afternoon &amp; night</b>	<b>Permanen t night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>135%</b>	<b>140%</b>	<b>150%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	28.36	29.41	31.52	31.52	36.77	52.53
Level 2	29.17	30.25	32.42	32.42	37.82	54.03
Level 3	29.57	30.66	32.85	32.85	38.33	54.75
Level 4	29.98	31.09	33.32	33.32	38.87	55.53
Level 5	30.36	31.49	33.74	33.74	39.36	56.23
Level 6	31.17	32.33	34.64	34.64	40.41	57.73

12. By deleting the amount “\$21.08” appearing in clause C.1.1 and inserting “\$21.61”.
13. By deleting the table appearing in C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand in charge of— 1 to 19 employees <sup>1</sup>	17.2(b)(i)	152.0	32.85	per week
Leading hand in charge of— 20 employees or more <sup>1</sup>	17.2(b)(i)	254.0	54.89	per week
Cold work allowance—From -15.6°C to -18.0°C	17.2(c)	3.7	0.80	per hour or part thereof
Cold work allowance— - 18.0°C to -23.3°C	17.2(c)	6.5	1.40	per hour or part thereof
Cold work allowance—Less than -23.3°C	17.2(c)	10.2	2.20	per hour or part thereof
First aid allowance	17.2(d)	83.2	17.98	per week

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2021.

PRESIDENT

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